BUILDING AN EFFECTIVE WOMEN’S COMMITTEE
COURSE OBJECTIVES

- Be able to establish your Local Union Women’s Committee.
- Know the purpose of a Local Union Women’s Committee.
- Obtain knowledge of the Roles and Responsibilities of Women’s Committee.
- Be able to connect the Women’s Committee to the goals and objectives of your Local Union and the Labor Movement.
- Be able to recruit and engage members.

OUR HISTORY AS UAW WOMEN IS ONE OF ACTIVISM!
What document and article gives the authority to have Local Union Standing Committees?
The Constitution, our governing document, the highest law of our Union which outlines the day-to-day operations of our Union.

**ARTICLE 44**

The Local Union shall have the following ten Standing Committees:

Constitution and Bylaws, Union Label, Education, Conservation and Recreation, Community Services, Civil and Human Rights, Citizenship and Legislative, Consumer Affairs, Veterans, a Local Union Women’s Committee, and any other such committees as they deem necessary.
STANDING COMMITTEES

The Standing Committees of the Local Union are the “tools” through which the Policies and Programs of the UAW are put to work.

They reflect the role that the Union plays in the greater movement for social and economic justice for all workers.
STANDING COMMITTEES

- Build Solidarity
- Encourage Members to be Active in their Union
- Provide Communication Links
- Encourage Members to become Politically active
- Work with other Standing Committees
- Work with UAW Coalition Partners (for example, CLUW)
COALITION OF LABOR UNION WOMEN

Be sure to join CLUW!

OLGA MADAR
First woman on the International Executive Board of the UAW.

One of the founders and the first president of Coalition of Labor Union Women (CLUW)
The UAW WOMEN’S DEPARTMENT was established by the delegates of the 15TH UAW Constitutional Convention in 1955 to help address the problems of discrimination against WOMEN in HIRING, PAY, PROMOTION, TRAINING and SENIORITY PROTECTION.

The WOMEN’S COMMITTEE was not always a standing committee.

The Constitution was amended to include and establish the WOMEN’S COMMITTEE at the 18TH Constitutional Convention in 1962.
WHY WAS THE CONSTITUTION AMENDED?

- Women were not allowed to have a Women’s Committee in their Local Unions.
- Women DID NOT have a voice in the Union.
- There were no WOMEN in leadership positions.
- Women’s issues were NOT being discussed.
Women’s Department Mission

Taking a forward approach of viewing everything through a Race-Class lens and making a legislative impact.
ARE WOMEN ACTIVISTS?

UAW Women continue to campaign to bring about Political and Social change.
WAYS WOMEN CAN ENGAGE IN ACTIVISM

- LOBBY FOR POLICY
  - PAID LEAVE FOR ALL

- RUN FOR ELECTION TO IMPLEMENT CHANGE

- SUPPORT POLITICIANS WHO SUPPORT THE POLICY CHANGE YOU WANT TO SEE

- EDUCATE OTHERS ON THE TOPICS (HOLD WORKSHOPS, TOWN HALL MEETINGS ETC.)

- SET UP A LETTER WRITING CAMPAIGN
There are still many unresolved issues that affect women today.

Needed to inform and educate.

Needed to promote and lobby for better laws and policies.
Purpose of Women’s Committees

- Educate and Motivate
- Build Skill and Confidence
- Provide Leadership
- Inform
- Encourage Involvement
- Promote Activism
GOALS OF WOMEN’S COMMITTEES

SUPPORT UAW WOMEN IN THEIR LEADERSHIP DEVELOPMENT AND POSITIONS

ENCOURAGE SISTERS TO RUN FOR ELECTED POSITIONS

MENTOR OTHER UAW WOMEN TO BE THE NEXT LEADERS

NETWORK

SUPPORT THE GOALS OF OUR UNION

HIGHLIGHT AND HELP RESOLVE THE PROBLEMS OF WOMEN WORKERS
Getting Started

- Support from your Union Leadership
- Co-workers who may be interested
- Personally ask members to join!
- Define the tasks and responsibilities
- Importance of being a part of the committee
- Diversity to bring value and perspective
OFFICERS

Chairperson
Co-Chair
Recording Secretary
Financial Secretary
Committee Members

Local Union President is an Ex-Officio member of all committees in the Local Union
Chairperson

- Conduct the meeting following Robert’s Rules of Order
- Prepare an agenda for the meeting
- Follow-up between meetings
- Submit plans and proposals to union leadership
- Communicate with union leadership
- Can vote only if there is a tie vote

NOTE: The Chair may be elected or appointed. Consult your Local Union Bylaws.
Date: January 12, 2022
Location: Conference Call
Time: 11:00 AM EST

Meditation
Call to Order
Roll Call
Approval of Previous Meeting Minutes
Old Business

- Christmas Gathering
  - What went right?
  - What went wrong?
  - Feedback for improvement

- Assisting Education Committee with Lunch & Learn
  - Coordinating with education chair
  - Need volunteers to help distribute food

New Business
- Women’s History Month Ideas
  - Have a presentation during the Union Meeting
    - Inform members of the history of women’s activism in the UAW

Good & Welfare
Adjournment
Co-Chair

Presides in the absence of chairperson

Assists chairperson with duties
Recording Secretary

- Keeps accurate records of each meeting
- Assists chairperson in preparing agenda
- Keeps a calendar of events
- Notifies committee members of meetings
- Receives and responds to any correspondence
- Keeps attendance of officers and members
JOIN US FOR OUR
SWEETHEART DANCE

Our sweetheart dance on Saturday February 19, 2022, will raise money for the March of Dimes, we are working with the CAP Committee to also pull in a legislative ask.

Upcoming Events: Women’s History Month Celebration, Sunday, March

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Financial Secretary

Receives and records all monies raised by the committee

Maintains a record of all financial transactions of the committee

Keeps current with legal requirements for fund raising activities

Turns over all money to the local union financial secretary and receives a receipt stating the amount and date of transaction.

Works with the Local Union Financial Secretary to avoid any issues.
Committee Members

- Be part of the team
- Attend and participate in committee meetings
- Identify issues that may be of interest
- Make recommendations for projects
- Help ensure that projects are completed successfully
- Educate yourself.

Support the Vision

Remember all committee members work for the greater good of the membership.
FUNDRAISING

The Women’s Committee is not to be the fundraising arm of the union

Money cannot remain in the women’s committee’s possession

Fundraising projects should have a purpose and a legislative ask.

Many women’s committees do not raise money at all

SUPPORT THE VISION
RECRUITMENT

“A Woman’s Best Friend is her Union”
SUCCESSFUL RECRUITING STARTS
WITH WHY

THE ISSUE MATTERS AND HOW TAKING ACTION CAN MAKE A DIFFERENCE

BUILDS A SENSE OF TEAMWORK AND COMMUNITY BY FOCUSING ON PERSONAL CONCERNS

LAY OUT A CLEAR PLAN OF ACTION THAT PROVIDES MANY OPPORTUNITIES TO CONTRIBUTE
START WITH YOUR WHY?

THINK ABOUT IT
REMEMBER YOUR WHY
I GOT INVOLVED BECAUSE...?

I’M A WOMAN

I WAS FRUSTRATED

I WANTED TO BE INVOLVED

SOMEBODY ASKED ME

I HAVE A FRIEND ON THE COMMITTEE

I HAVE A MOTHER, A DAUGHTER, A WIFE – THEIR ISSUES ARE MY ISSUES
THE ASK

✔️ ASK FELLOW UNION MEMBERS TO JOIN YOUR COMMITTEE

✔️ ABOUT THE ISSUES THAT CONCERN THEM.

✔️ MAKE IT PERSONAL, SHARE YOUR STORY.

✔️ ASK FOR THEIR INPUT, OPINION AND THOUGHTS.
BEST PRACTICES

- GET TO THE POINT AND LISTEN FOR THEIR “WHY”
- EDUCATE THE MEMBER
- DESCRIBE THE PURPOSE OF THE ACTIVITY
- SHARE THE REASONS WHY YOU ARE INVOLVED
- DESCRIBE THE ACTIVITY IN DETAIL – BE SPECIFIC
- INCLUDE THEIR “WHY” IN THE CLOSING
VOLUNTEERS
WHY DON’T PEOPLE VOLUNTEER?

MEMBERS DON’T THINK IT MATTERS/APATHY

FEELING DISCONNECTED FROM THEIR UNION

EVERYONE FEELS THEY DON’T HAVE THE TIME
WHY PEOPLE VOLUNTEER?

THEY WANT TO MAKE A DIFFERENCE

PERSONALLY ASKED TO HELP

INTERESTED IN THE TOPIC OR SERVICE
PREPARE YOUR VOLUNTEERS

- Timing and length of the volunteer activity
- What specific knowledge the volunteer needs
- What specific skills the volunteer needs
- What training will be offered to the volunteer
- If the activity entails talking to people, whom will they be talking to
- Where the activity takes place
- Others who will be involved in the activity
COMMUNICATION PLAN

FOR MEETINGS, EVENTS OR RECRUITMENT

- UNION MEETINGS
- IN THE WORKPLACE
- BY EMAIL
- BY TEXT
- BY SOCIAL MEDIA
SOCIAL MEDIA

BEST PRACTICES

POSTINGS
SHOULD OCCUR AT LEAST THREE TIMES A WEEK. KEEP THEM BRIEF. ALWAYS INCLUDE DAY, DATE AND TIME.

FEEDBACK
PROVIDE USEFUL AND TIMELY FEEDBACK ON POSTS.

BE CREATIVE
KEEP TRYING DIFFERENT THINGS.
EMPOWERED WOMEN

THANK YOU!
The Women's Department

EMPOWER UNIONS